DOCUMENT RESUME

ED 280 866 TM 870 193

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TITLE Interpretation of the Results from the Vocational Interest Survey. Information Paper. [Draft].
INSTITUTION New South Wales Dept. of Industrial Relations and Employment, Darlinghurst (Australia). Human Resources Div.
REPORT NO ISBN-0-7305-2092-7
PUB DATE Oct 86
NOTE 39p.; For related documents, see TM 870 190-192.
PUB TYPE Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Careers; *Foreign Countries; High Schools; *Interest Inventories; Occupations; Profiles; *Questionnaires; Rating Scales; *Test Interpretation; Test Reliability; *Vocational Interests
IDENTIFIERS Australia (New South Wales); *Vocational Interest Survey

ABSTRACT

The user of the Vocational Interest Survey (VIS) has available a number of interpretative approaches at various descriptive and qualitative levels. This report provides a brief outline of the various approaches. Whenever all six scales of the VIS are administered, the client's total score on all six scales should be within the average range. The average total score is 54. Fifty percent of all clients range from 26 to 72. The clients' highest scores determine their resemblance to one of the six vocational types. People who resemble many vocational types are labeled as undifferentiated or poorly defined; the average level of differentiation in a sample of 206 high school students was 58. The level of consistency refers to the compatibility between a person's highest interests. Compatibility is measured by the distance between the vocational types of interest on a hexagonal typology of interests described by Holland. The hexagonal model may also be used to obtain four degrees of person-occupation congruency. Results from the VIS can be used to search for occupations which are compatible with interests. A copy of the interest profile and list of careers in each vocational category is attached. (JAZ)

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ED280866

ISBN 0-7305-2092-7

INFORMATION PAPER

INTERPRETATION OF THE RESULTS FROM THE VOCATIONAL INTEREST SURVEY

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U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
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October, 1986

TM 870 193

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INTERPRETATION OF THE RESULTS FROM THE VOCATIONAL INTEREST SURVEY

The user of the Vocational Interest Survey (VIS) has available an array of interpretative approaches at various descriptive and quantitative levels. This report provides a brief outline of the various approaches, and supplements earlier papers which gave an overview of the VIS and outlined the administrative and scoring procedures (Athanasou 1986 a, b, c,).

Following administration of the VIS, people can first be described by their resemblance to one of the six types through their highest score. The relative order of their preferences can be examined and related to occupational data. Secondly the relationship between the six vocational types can be analysed according to such principles as differentiation, consistency and the commonness of codes.

PRELIMINARY STEPS

a) Norms For most users combined-sex norms have been provided, and results have usually been interpreted with reference to these norms. However, if counsellors wish, they may refer to separate-sex norms to determine percentile ranks, or they may use the relative-preference index described in the earlier report.

b) Acquiescence One of the limitations of a free-choice format in the VIS has been that some subjects are inclined to indicate that they like almost everything while others restrict their choices to a very small number of items. Users of the VIS need to be aware of the influence of response rates and to interpret this as an aspect of their client's response style and temperament.

Thus, whenever all six scales of the VIS are administered, it is important to check that the client's total score on all six scales is within the average range. This will alert counsellors to those individuals who have answered with extreme response styles.

The average total score (i.e. the number of items for all scales) is 54 (S.D. = 24). Fifty percent of clients have a total score between 26 to 72 and only the extreme 20% have a total score <23 and >95.

TOTAL SCORE ON ALL SIX VIS SUB-SCALES (N=1000)

Very Low Response Rate	23	9%ile
Low	24-35	10-25%ile
Average	26-72	26-75%ile
High	73-95	76-91%ile
Very High	95	92%ile

In some cases of very low or very high response rates, it may be necessary to discard the results, interpret the scores with caution or recommend that the client complete the VIS a second time emphasising the need for sincere replies.

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VOCATIONAL TYPE

The client's vocational type is their highest score on the VIS. This characterises their preferences and describes their resemblance to one of the six types. The highest score is the most important, the most descriptive and most reliable.

Resemblance to the six types is determined by examining the percentile ranks on each scale to find the highest rank. Low scorers are classed as 1-15% ile rank and high scorers as 85-99% ile rank. Capsule descriptions of high and low scorers are provided below.

PRACTICAL

The person who scores low on practical likes occupations which emphasise personal contact. They They do not prefer activities which require skills strength and co-ordination.

VS

The person who scores high on Practical tends to like working with things rather than people. He/she tends to be hard-headed tough, realistic and sceptical of subjectivity. He/she values utility and production.

SCIENTIFIC

The person who scores low on Scientific likes to work with concrete data and facts. He/she tends to be confident in what they have been taught. They do not prefer activities which involve thinking, studyng or understanding.

VS

The person who scores high on Scientific likes to be involved in and interested in intellectual matters. He/she tends to be observant and experimenting with new ideas. He/she values empiricism, knowledge and understanding.

ARTISTIC

The person who scores low on Artistic is not concerned with creative expression or imagination. They are more inclined to a conventional orientation in life. They do not prefer activities which involve self-expression or creativity.

VS

The person who scores high on Artistic tends to be imaginative and expressive. He/she is sensitive to beauty and values form or harmony.

SOCIAL

The person who scores low on Social likes to work with things rather than with people. He/she does not prefer interpersonal activities.

The person who scores high on social is concerned about other people, and the welfare of the community. He/she values helpfulness, caring, equality and human life.

BUSINESS

The person who scores low on business tends to be precise, inquiring and anxious for correctness. He/she does not prefer activities which involve influencing others, to attain power and status.	VS	The person who scored high on business tends to be persuasive, enterprising good at making and maintaining business contacts. He/she values prosperity ambition and power.

CLERICAL

The person who scores low on clerical tends to be unconventional, less structured, and oriented to being creative. He/she does not prefer regulated activities, and subordination to the needs of an organisation.	VS	The person who scores high on clerical likes dealing with facts. He/she tends to be conventional, exact in their dealings, and concerned over details. He/she values order, security, obedience, accuracy and reliability.

DIFFERENTIATION

The degree of differentiation is defined as the difference between the highest and lowest percentage scores. People who resemble many vocational types have a relatively flat interest profile. The vocational interests of these people have been labelled as undifferentiated or poorly defined.

The people who are most likely to conform to their vocational type are those who resemble only that one type and show little resemblance to the other types. As a result, their interest profile will have only one or two "high peaks." These are individuals whose interests are clearly defined and differentiated.

The average level of differentiation (i.e. the highest minus the lowest percentage rank) in a sample of 206 high school students was 58 (S.D. = 18). Fifty percent of all students had a level of differentiation between 46 to 71 and only the extreme 20% have differentiation levels < 32 and > 85.

LEVEL OF DIFFERENTIATION ACROSS ALL SIX VIS SUB-SCALES (N=206)

	Highest-Lowest Score	Rank
Very low differentation	32	9%ile
Low	33 - 45	10-25%ile
Average	46 - 71	26-76%ile
High	72 - 84	76-91%ile
Very high	85	92%ile

EXAMPLE OF A PROFILE WITH LOW DIFFERENTIATION.

Client: Male 17-3 years Student

First Language: English

Referral: Career Guidance

Leisure Activities: Books, Films

Occupational Choice: Clerical work

Counsellor's Comments: "... withdrawn and prone to fantasy and ... his somewhat unreal approach to the world in general is evident in the interest tests".

Other Test Results

Verbal = 99 (I.Q)

Numerical = 107 (I.Q)

General Reasoning = 103 (I.Q)

Speed & Accuracy = 57%ile

Multi-Aptitude

Vocabulary = 26%ile

General Information = 15%ile

Arithmetic = 1%ile

Number Series = 15%ile

Figure Classification = 8%ile

Mechanical Comprehension = 9%ile

Word recognition = 24%ile

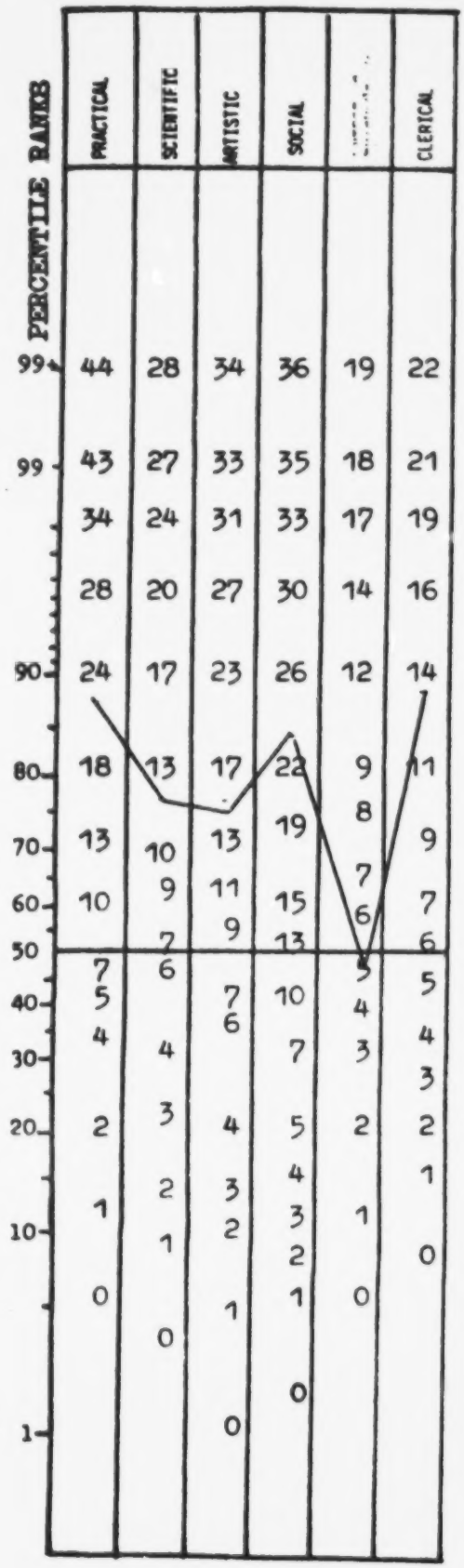
Scrambled Letters = 8%ile

Paper form board = 4%ile

INTERESTS	YOUR SCORE	% RANK
PRACTICAL	22	88
SCIENTIFIC	12	77
ARTISTIC	14	73
SOCIAL	23	83
ENTERPRISING	5	48
CLERICAL	13	88

Differentiation = H-L = 88-48=40 (Low)

Acquiescence = 89 (High acquiescence)



EXAMPLE OF A PROFILE WITH HIGH DIFFERENTIATION.

Client: Female 25 years Unemployed

Education: Year 10 and Theatrical Arts (make-up)

Referral: Career Guidance

Leisure Activities: Poetry,Tapestry,Water Sports, Charity Work

Occupational Choices: Child Care Assistant, Welfare worker

Counsellor's Comments: "...a stable,caring personal emphasising traditional values such as her family and security... youthful, pleasant and friendly manner...seeking assistance and directions for the future".

Other Test Results

Full-scale I.Q = 99

Verbal I.Q = 97

Performance I.Q = 102

Rokeach Value Survey

Instrumental values : loving,honest,forgiving

Terminal values : salvation,inner harmony

Personality

Extraversion : 5.5 sten score

Anxiety : 5.5

Tough Poise : 7.1

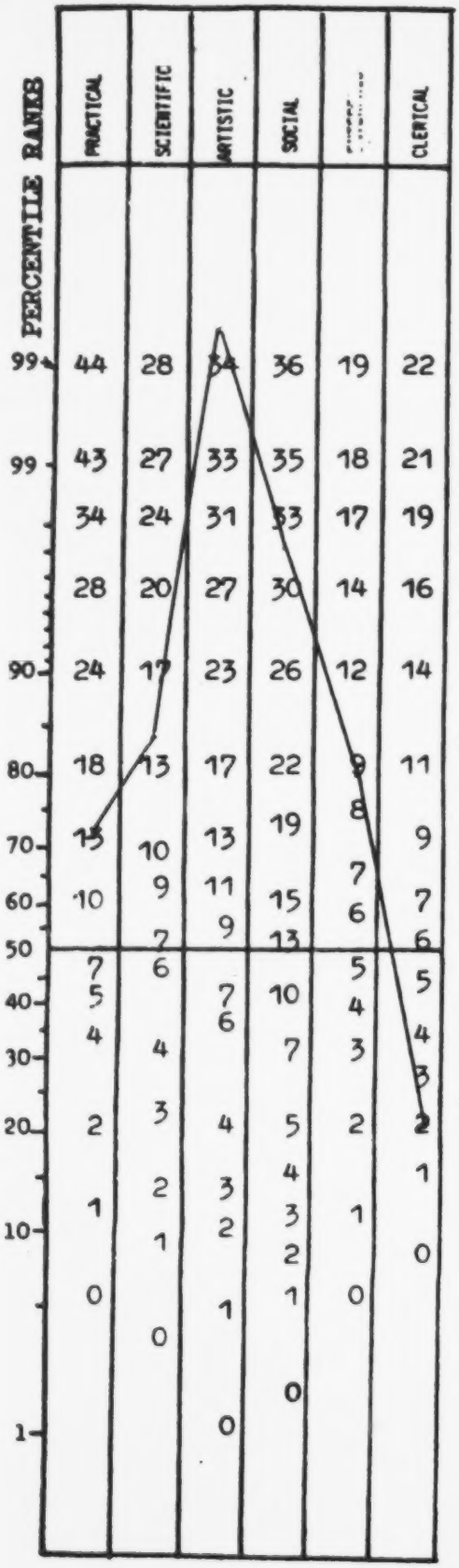
Independence : 5.6

Purpose-in-life Test : Average

INTERESTS	YOUR SCORE	% RANK
PRACTICAL	13	69%
SCIENTIFIC	14	83%
ARTISTIC	38	99%
SOCIAL	32	97%
ENTERPRISING	9	78%
CLERICAL	2	21%

Total Score = 108 (very high acquiescence)

Differentiation = H-L=99-21=78 (high)



CONSISTENCY

The level of consistency refers to the compatibility between a person's highest interests. Compatibility is measured by the distance between the vocational types on hexagonal typology of interests described by Holland (1973). This distance between the types is inversely proportional to the expected relationships between them. The two highest scores are used to analyse the consistency of client's vocational type. For example a person whose two highest scores were Practical and Social would have an inconsistent two-letter code, because these are opposites in the hexagonal model.

Three levels of consistency (high, medium, low) are defined using the hexagonal model. Adjacent categories show greater compatibility than opposite categories which involve contradictions in preferences. Results from a

CONSISTENCY		Two-Letter Code
High	(Adjacent Categories)	RI, RC, IR, IA, AS, AI SA, SE, EC, ES, CE, CR
Medium	(Alternate Categories)	RA, RE, IS, IC, AE, AR SC, SI, ER, EA, CI, CS
Low	(Opposite Categories)	RS, IE, AC, SR, EI, CA,

sample (N=206) of high school students indicate that 50.0% show high levels of consistency, 41.2% show medium levels and 8.8% show low levels of consistency.

COMMON CODES

To assist interpretation of results the frequency of appearance of the highest two-letter codes was determined for an Australian sample (N=206). The most common code was RE which appeared in around 10% of all the interest profiles. The rank of the remaining codes is listed below in Table 6

TABLE 6 COMMONNESS OF TWO-LETTER CODES (N=206)

Description	Codes	Tabulated Frequency in Profiles
Very Common	RE	10.6%
	SA	7.2%
	AS, RI, RA	6.7%
Common	EC	5.3%
	RC	4.8%
	IS	4.3%
	IA, AE, ER	3.8%
	SI, AI, ES, IR, EI, CR	2.9%
	CE	2.4%
Less Common	EA, AR	1.9%
	SC, IC, CA, RS, AC, CS	1.4%
Uncommon	SE, IE, SR, CI	1%

The above classification may serve as a useful reference for examining how common is the two-letter code produced by a client.

CONGRUENCE

The hexagonal model may also be used to obtain four degrees of person-occupation congruency. This specifies the extent of the relationship between a person's interests and their environment. Counsellors may calculate the distance between a person's highest interest and the code for their current occupation. For instance, an R-person in an R-job is most congruent. An R-person in an S-job is most incongruent. Counsellors may also determine the congruence between measured interests and occupational choices or educational choices.

The advantage of assessing congruence is that it allows the counsellor to determine whether a person's occupation is providing the desired environment, opportunities and rewards. The procedure for calculating congruence is based on the distance between the vocational types.

Levels of Congruence

Level	Relationship	Example
4	Same	Practical person in Practical environment
3	Adjacent	Practical person in Clerical or Scientific environment
2	Alternate	Practical person in Artistic or Business environment
0	Opposite	Practical person in Social Environment

PRACTICAL ASSISTANCE FOR CLIENTS

Results from the VIS can be used to search for occupations which are compatible with interests. Practical assistance is available in the form of (a) an interest profile (b) careers in interest categories and (c) a job guide based on 2 or 3-level high point codes. These counselling aids are described briefly and also shown below.

Profile

The interest profile describes the six interest categories and gives the client information as to whether his/her scores fall within the average range. A profile or graph of the interest scores may also be drawn in order to make comparisons between scores.

Careers in Interest Categories

Careers in interest categories is a general classification of occupations into six areas of interest. Jobs which have some relationship to a vocational types are also sorted by educational level into those that require a degree, diploma, certificate, trade or other qualification. The client takes their highest interest score and searches the relevant interest category.

Job Guide

The Job-Guide provides a more specific classification of occupations in the work-force, in the VIS a person's interests are summarised by a three letter code. This is the rank order of the highest interests, and it becomes pos-

sible to show people those occupations in the Job Guide which most closely resemble their own profile.

The codes in the Job Guide are approximate and not precise. Therefore, clients are encouraged to try all premutations of their 3-letter code (e.g. RIA, IRA, ARI, AIR, RAI and IAR). In some cases there will be 3-letter codes which do not correspond to any occupations and these clients may use 2-letter codes.

Where the results of the VIS are of insufficient help, clients may need to use more comprehensive services, such as individual guidance or, computer-assisted vocational exploration. Further practical assistance is available in the form of published aids, such as "Understanding Yourself and Your Career" (Holland, 1977), or the Australian School Leavers Yearbook (Seligman, 1985).

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Interest Profile

SUMMARY OF YOUR VOCATIONAL INTERESTS

NAME _____

COUNSELLOR _____

DATE _____

INTERESTS	YOUR SCORE	RATING
PRACTICAL	.....	.....
SCIENTIFIC	.....	.....
ARTISTIC	.....	.....
SOCIAL	.....	.....
BUSINESS	.....	.....
CLERICAL	.....	.....
YOUR TOTAL SCORE	.....	.....

This profile is a record of your scores on six important career interests. Descriptions of these interests are listed below. Read these descriptions to give you ideas concerning your likes and dislikes for different types of work. The occupations named in each category are only examples.

VOCATIONAL INTEREST CATEGORIES

PRACTICAL interest means that you like to work mainly with tools and equipment. It involves making and fixing things as well as operating machines. Jobs in this area include pilots, drivers, technicians, and engineers. A practical interest also means that you like to work and move about outside, like surveyors and sportsmen/sports-women. It also involves caring for animals and growing things - farmers, foresters, landscape gardeners, are among those high in practical interests.

SCIENTIFIC interest means you like to discover ideas, observe, investigate and experiment, Doctors, pharmacists, zoologists, dentists, chemists, physiotherapists have high scientific interests.

ARTISTIC interest means that you like to express yourself and include creative, music and literary occupations. An artistic interest shows that you like to design and create objects appreciate beautiful things around you, practise design, architecture, decorating or display work. Artists, actors, commercial artists, photographers, sign writers, and those in drafting all do "artistic" work. Musical interests means you like composing, arranging, conducting, singing or playing musical instruments. Dancers, disc jockeys, musicians, radio and television work involve "musical" interests. Literary interests means you like books, reading, writing dealing with an appreciating words and/or ideas. Literary jobs include writers, editors, reporters and advertising copy-writers.

SOCIAL interest means you are concerned about individuals understanding people and helping them overcome their problems, like childcare workers, social and welfare workers and nursing. It can also include teaching or other services to schools like librarians or even more general things like counselling.

BUSINESS interest means you like meeting people, talking, discussing and leading others, like law, politics, or selling. It also involves business relations with people, as with travel agents, stewards/stewardess, executives, and managers.

CLERICAL interest means you like office work which involves organising and being accurate. At higher levels this involves planning and controlling business activities. Jobs such as secretary, word processing, office worker, receptionist bank clerk, computer operator involve clerical interests. Clerical interest also means you like to work with numbers, do calculation and use mathematics as in finance, computers, statistics and office work. A high score in this area means that you might like such jobs as computer programmer, accountant, or cashier.

Your score is definitely above or below the average if it falls outside these limits

Practical	3 - 15	Social Service	7 - 20
Scientific	4 - 11	Business	3 - 8
Artistic	5 - 15	Clerical	3 - 9

Also check the total of all your scores. The average is 36 to 72. You should see your counsellor if your total is less than 24 or more than 95, since you may have misunderstood the instructions. He/she will probably recommend that you fill out the form a second time, being careful to give accurate replies.

You may want to draw your own graph of your high and low vocational interests. Use the profile at the right.

This profile shows your interest in six important work activities listed across the top of the chart.

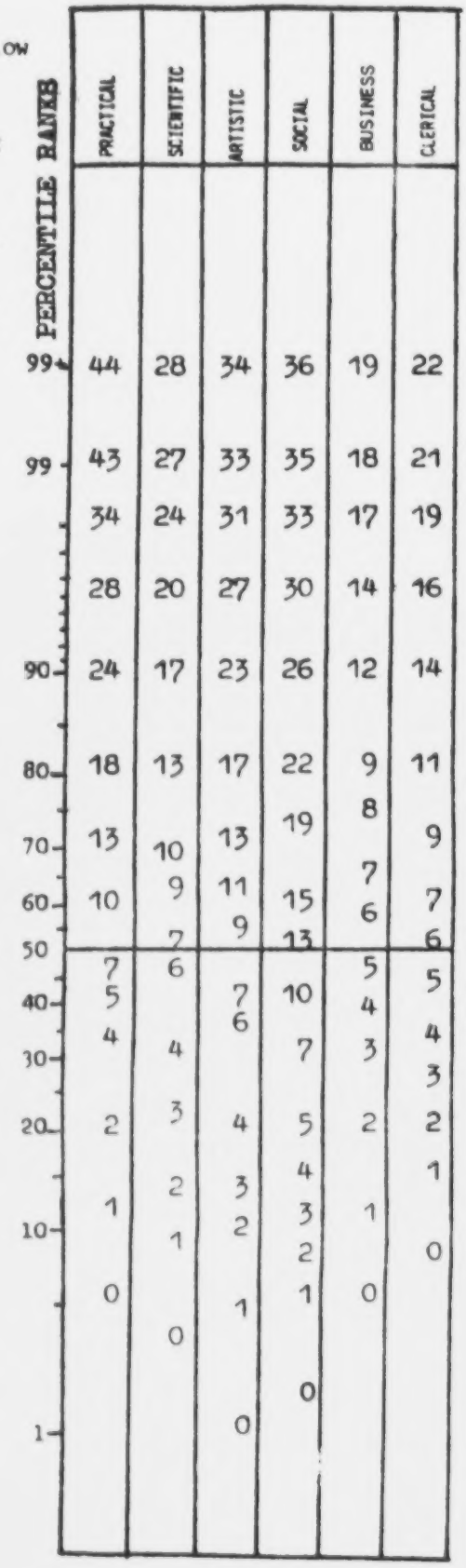
High scores show the type of activities you like best. More than one high score indicates a combination of interests, low scores should also be considered since they indicate activities you probably do not enjoy.

Percentiles on the graph will also help you see how your interests compare with those of other people. Percentiles give you some idea of where you rank-if say, your percentile is 80%, your interest is greater than 80% of others; or if your percentile is 50%, you are right in the middle if you are at the 25% level, this means about 75% have a greater interest than you.

Use your highest scores to help you find jobs which match your interests. Look in the JOB GUIDE to find occupations where codes are the same as your highest score on the graph.

Finally, remember that your interests are only a small part of helping you decide about occupations. Abilities and values will also determine what you do well.

INTERESTS	YOUR SCORE	% RANK
PRACTICAL	.....	.....
SCIENTIFIC	.....	.....
ARTISTIC	.....	.....
SOCIAL	.....	.....
BUSINESS	.....	.....
CLERICAL	.....	.....



What Would I Like To Do?

CAREERS in Interest Categories

These interest categories have been subdivided into five groups, which specify the level of training, education, or experience that each requires.

DEGREE — DIPLOMA/ASSOCIATE DIPLOMA
CERTIFICATE — TRADE
OTHER (Occupations which have other education requirements and those where experience may be important).

This list is sufficiently broad to apply to all States — but be warned, educational requirements do vary!

PRACTICAL

DEGREE	DIPLOMA/ASSOCIATE DIPLOMA	CERTIFICATE	TRADE	OTHER
Accoustics	Agriculture	Agriculture	Air Conditioning	Agriculture
Aeronautical Engineering	Australian Telecommunications & Postal Commissions	Ambulance Work	Aircraft Trades	Ambulance Work
Agriculture	Cartography	Animal Care	Apparel Plan Mechanics	Animal Care
Anthropology	Clothing Technologist	Australian Telecommunications & Postal Commissions	Australian Telecommunications & Commissions	Auctioneering
Architecture	Customs Work	Building	Baking	Australian Telecommunications & Postal Commissions
Australian Telecommunications & Postal Commissions	Dairy Technology	Cartography	Blacksmithing	Automotive Replacement Part Sales
Building	Drafting	Chemical Technician	Boat Building	By-Products Processing
Chemical Engineering	Drama	Civil Aviation	Boilermaking	Carpet Laying
Civil Engineering	Food Technology	Civil Engineering	Bread Manufacture	Civil Aviation
Defence Forces	Health Surveying	Clothing Technologist	Bricklaying	Dairy Products & By-Products Industry
Earth Sciences	Horticulture	Custom Work	Building Trades	Defence Forces
Electrical Engineering	Journalism	Drafting	Business Machine Servicing	Domestic Work
Engineering	Laboratory Technician	Electrical Engineering	Butchery	Dry Cleaning & Laundry Work
Film	Medical Technology	Electronics	Cabinet Making	Electroplating
Food Technology	Metallurgy	Engineering Technician	Canvas & Rope Goods Manufacturing	Fashion
Forestry	Music	Film	Carpentry & Joinery	Film
Fuel Engineering	Paramedicine-Technician	Food Technology	Ceramic Engineering	Fire Brigade
Geography	Public Service Careers	Health Surveying	Consumer Electronics Tradesman	Floristry
Horticulture	Quantity Surveying	Horticulture	Cooking	Footwear Manufacturing Trades & Retail Service
Industrial Chemistry	Recreation Officer	Interior Design & Decoration	Coppersmithing	Forestry
Industrial Design	Saleswork	Jewellery	Dairy Produce & By-Products Industry	Glass Industry
Industrial Engineering	Soil Conservation Service	Laboratory Assistant	Defence Forces	Journalism
Interior Design & Decoration	Teaching	Laboratory Technician	Dental Technician	Lineman
Local Government	Technician/Technical Officer	Landscape Gardening	Electrical Fitter (Automotive)	Machine Operator
Management of Natural Resources	Valuation	Local Government	Electrical Fitter	Meat Industry
Marine Sciences	Winemaking & Viticulture	Marine Engineering	Electrical Fitter/ Mechanic	Meat Packing
Mechanical Engineering		Mechanical Engineering	Electroplating	Merchant Navy
Medical Technology		Medical Technology	Fitting and Machining and Toolmaking	Meteorology
Meteorology		Metallurgy	Footwear Manufacturing Trades and Retail Service	Music
Mining Engineering		Music	Forging	National Parks & Wildlife Services
Music		Naval Architecture	Founding (Moulding)	Optical Dispensing
Natural Parks & Wildlife Service		Nuclear Medicine	French Polishing	Packaging
Naval Architecture		Packaging	Gardening	Panel Operating
Occupational Therapy		Panel Operating	Glass Industry	Pilot
Optometry		Paramedicine-Technician	Greenkeeping	Police Force
Physics		Photography		Printing and Associated Trades
Pilot		Plastics Industry		Public Service Careers
Production Engineering		Production Engineering		Public Transport Commission
Public Service Careers		Public Service Careers		
Public Transport Commission		Public Transport Commission		
		Radio Broadcasting		
		Radio Officer (Operator)		

Quantity Surveying
Ranger/Naturalist
Science
Soil Conservation
Service
Surveying
Teaching
Television Broadcasting
Careers
Textile Industry
Town & Country
Planning
Winemaking & Viticulture

Real Estate & Business
Agency
Stock & Station Agency
Surveying
Technician/Technical
Officer
Television Broadcasting
Careers
Textile Industry
Valuation

Jewellery
Knitting Machine
Mechanics
Local Government
Meat Industry
Merchant Navy
Millinery
Motor Cycle Mechanics
Motor Mechanics
Moulding
Optical Mechanics
Orthopaedic Technician
Painting & Decorating
Panelbeating
Pastrycooking
Patternmaking
Plant Mechanics
Plastering
Plastics Industry
Plumbing
Printing & Associated
Trades
Public Service Careers
Public Transport
Commission
Radio Tradesman
Roof Tiling & Slating
Saw Doctoring
Shipbuilding
Shoe Repairing
Signwriting
Small Goods Manufacturing
Spinning
Stonemasonry
Tailoring
Telegraph Mechanic
Timber Industry
Wall & Floor Tiling
Welding

Radio Broadcasting
Radio Officer (Operator)
Saleswork
Shearing
Ship Stewards & Stewardesses
Slaughtering - Meat Industry
Small Goods Manufacturing
Timber Industry
Tracing
Waiting
Welding
Winemaking & Viticulture
Woolclassing

SCIENTIFIC

DEGREE	DIPLOMA/ASSOCIATE DIPLOMA	CERTIFICATE	TRADE	OTHER
Acoustics	Agriculture	Agriculture	Air Conditioning	Ambulance Work
Aeronautical Engineering	Chiropody	Ambulance Work	Aircraft Trades	Animal Care
Agriculture	Dairy Technology	Animal Care	Blacksmithing	Beauty Care
Astronomy	Data Processing	Audiometry	Dairy Produce & By-Products Industry	Civil Aviation
Atomic Energy	Gemmology	Biological Technician	Dental Technician	Dairy Produce & By-Products Industry
Audiology	Health Administration	Chemical Technician	Electrical Trades	Data Processing
Biochemistry	Health Surveying	Civil Aviation	Electroplating	Dental Chairside Assisting
Biologist	Home Economics	Consumer Electronics	Fitting & Machining	Dental Therapy
Ceramic Engineering	Horticulture	Consumer Electronics Tradesman	Founding	Diet Aides
Chemical Engineering	Laboratory Technician	Data Processing	Gardening	Diet Supervisor
Civil Engineering	Librarianship	Drafting	Greenkeeping	Diversional Therapy
Data Processing	Medical Records Administration	Electrical Engineering	Meat Industry	Electroplating
Dentistry	Medical Technology	Electronics	Motor Cycle Mechanics	Fire Brigade
Dietetics/Nutrition	Metallurgy	Engineering	Motor Mechanics	Floristry
Earth Sciences	Midwifery Nursing	Engineering Technician	Moulding	Food Technology
Electrical Engineering	Nursing	Food Technology	Optical Mechanics	Meat Industry
Engineering	Orthoptics	Health Administration	Orthopaedic Technician	Meat Inspection
Food Technology	Paramedicine-Technician	Health Surveying	Patternmaking	Merchant Navy
Forestry	Scientific-Technician	Home Economics	Plumbing	Meteorology
Fuel Engineering	Winemaking & Viticulture	Horticulture	Toolmaking	National Parks & Wildlife Service
Geography		Hospital Catering Officer	Welding	Naturalist/Ranger
Health Administration		Laboratory Assistant		Nursing Aide/Enrolled Nurse
Home Economics		Laboratory Technician		Optical Dispensing
Horticulture		Landscape Gardening		Pilot
Industrial Chemistry		Librarianship		Welding
Industrial Design		Marine Engineering		Winemaking & Viticulture
Industrial Engineering		Meat Industry		
Languages		Meat Inspection		
Librarianship		Mechanical Engineering		
Management of Natural Resources		Medical Technology		
Marine Sciences		Metallurgy		
Mechanical Engineering		Midwifery Nursing		
Medical Technology		Nuclear Medicine		
Medicine		Nursing		
Metallurgy		Paramedicine-Technician		
Meteorology		Pathology		
Microbiology		Photography		
Midwifery Nursing		Scientific-Technician		
Mining Engineering		Textile Industry		
National Parks & Wildlife Service				
Naturalist/Ranger				
Nursing				
Occupational Therapy				
Optometry				
Pathology				

Pharmacy
Physics
Physiology
Physiotherapy
Pilot
Textile Industry
Town & Country
Planning
Veterinary Science
Winemaking &
Viticulture

ARTISTIC

DEGREE	DIPLOMA/ASSOCIATE DIPLOMA	CERTIFICATE	TRADE	OTHER
Administration	Administration	Advertising	Baking	Advertising
Advertising	Advertising	Art & Craft	Cabinetmaking	Announcing
Anthropology	Art & Craft	Cartography	Cooking	Art & Craft
Architecture	Cartography	Ceramics (Studio Pottery	Coppersmithing	Beauty Care
Art & Craft	Drama	Commercial Art	Electroplating	Cosmetician
Australian Foreign Services	Fashion	Drafting	French Polishing	Court Reporting
Ceramic Engineering	Gemmology	Engineering	Gardening	Defence Force
Defence Force	Jewellery	Fashion	Glass Industry	Diversional Therapy
Drama	Journalism	Film	Hairdressing	Drama
Engineering	Kindergarten Teaching	General Office Work	Millinery	Dressmaking
Fashion	Librarianship	Horticulture	Painting & Decorating	Electroplating
Fashion Designing	Local Government	Interior Design & Decorating	Panel Beating	Fashion
Film	Medical Records Administration	Landscape Gardening	Pastrycooking	Fashion Co-Ordination
Fine Arts	Music	Librarianship	Printing & Associated Trades	Film
Geography	Personnel Administration & Industrial Relations	Local Government	Scientific Instrument Making	Floristry
Industrial Design	Private Secretary	Music	Signwriting	Glass Industry
Interior Design & Decorating	Public Service Careers	Naval Architecture	Stonemasonry	General Office Work
Jewellery	Publishing	Packaging	Tailoring	Jewellery
Journalism	Saleswork	Panel Operating	Upholstery	Journalism
Kindergarten Teaching	Teaching	Personnel Administration & Industrial Relations	Wall & Floor Tiling	Make-up Artist
Languages	Textile Industry	Photography	Wood Turning	Ministry/Priesthood
Librarianship	Town & Country Planning	Private Secreatry		Modelling
Local Government		Public Service Careers		Music
Music		Radio Broadcasting		Packaging
Ministry/Priesthood		Saleswork		Panel Operating
Naval Architecture		Surveying		Printing & Associated Trades
Occupational Therapy		Television Broadcasting Careers		Public Service Careers
Personnel Administration & Industrial Relations		Textile Industry		Publishing
Private Secretary				Radio Broadcasting
Public Relations				Saleswork
Public Service Careers				Scriptwriting
Publishing				Secretarial Work
Surveying				Shop Assistant
Teaching				Stenographer
Television Broadcasting Careers				Television Broadcasting Careers
Textile Industry				Ticketwriting
Textile Technology				Tracing
Town & Country Planning				Window Display

SOCIAL

DEGREE	DIPLOMA/ASSOCIATE DIPLOMA	CERTIFICATE	TRADE	OTHER
Anthropology	Banking	Audiometry	Cooking	Ambulance Work
Audiology	Child Care	Banking	Waiting	Banking
Banking	Economics/Business Commerce	Catering Officer		Beauty Care
Dentistry	Home Economics	Child Care		Dental Chairside Assisting
Economics/Business/ Commerce	Hotel Management	Economics/Business/ Commerce		Dental Therapy
Health Administration	Kindergarten Teaching	Health Administration		Diversional Therapy
Home Economics	Librarianship	Home Economics		Insurance
Kindergarten Teaching	Medical Records Administration	Hotel Management		Ministry/Priesthood
Languages	Medical Technology	Insurance		Modelling
Law	Medicine	Librarianship		Nursing Aide/Enrolled Nurse
Librarianship	Nursing	Medical Technology		Police Force
Medical Technology	Orthoptist	Midwifery-Nursing		Public Service Careers
Medicine	Personnel Administration & Industrial Relations	Nursing		Saleswork
Midwifery-Nursing	Psychiatric Nursing	Pathology		Secretarial Work
Ministry/Priesthood	Public Service careers	Personnel Administration & Industrial Relations		Shop Assistant
Nursing	Publishing	Psychiatric Nursing		Teaching
Occupational Therapy	Recreation Officer	Public SErvice Careers		Telephonist
Optometry	Saleswork	Radiography		Train Hostess
Pathology	Social Welfare Work	Social Welfare Work		Travel & Tourism
Personnel Administration & Industrial Relations	Sociology			Waiting
Physiotherapy	Travel & Tourism			
Psychiatric Nursing				
Psychiatry				
Psychology				
Public Service Careers				
Publishing				
Science				
Social Welfare Work				
Sociology				
Speech Pathology (Therapy)				
Teaching				
Town & Country Planning				
Travel & Tourism				

ENTERPRISING

DEGREE

Administration
Advertising
Banking
Defence Forces
Drama
Film
Home Economics
Health administration
Industrial Design
Industrial Engineering
Journalism
Kindergarten Teaching
Law
Ministry/Priesthood
Music
Nursing
Occupational Therapy
Optometry
Personnel Administration & Industrial Relations
Pharmacy
Physiotherapy
Psychiatric Nursing
Psychiatry
Psychology
Public Relations
Public Service Careers
Publishing
Social Welfare Work
Teaching
Television Broadcasting Careers
Town & Country Planning
Travel & Tourism

DIPLOMA/ASSOCIATE DIPLOMA

Administration
Advertising
Banking
Child Care
Customs Work
Drama
Home Economics
Journalism
Kindergarten Teaching
Music
Nursing
Orthoptics
Personnel Administration & Industrial Relations
Psychiatric Nursing
Public Service Careers
Publishing
Recreation Officer
Saleswork
Social Welfare Work
Teaching
Travel & Tourism

CERTIFICATE

Advertising
Banking
Catering Officer
Child Care
Civil Aviation
Clerical Work
Customs Work
Demonstrating
Fashion
Film
General Office Work
Home Economics
Health Administration
Hospital Catering Officer
Hotel Management
Insurance
Music
Nursing
Personnel Administration & Industrial Relations
Psychiatric Nursing
Public Service Careers
Purchasing & Supply
Real Estate Agency
Retail Management
Saleswork
Social Welfare Work
Stock & Station Agency
Television Broadcasting Careers

TRADE

Business Machine Servicing
Butchery
Consumer Electronics
Hairdressing
Shoe Repairing
Tailoring
Television Broadcasting Careers
Tradesman
Waiting

OTHER

Advertising
Air Hostess & Airline Stewards
Auctioneering
Automotive Replacement Parts Sales
Beauty Care
Civil Aviation
Clerical Work
Defence Forces
Diversional Therapy
Drama
Dressmaking
Fashion
Fashion Buying
Fashion Co-ordinator
Film
Floristry
General Office Work
Insurance
Law
Make-up Artist
Merchant Navy
Ministry/Priesthood
Modelling
Music
Nursing
Nursing Aide/Enrolled Nurse
Optical Dispensing
Police Force
Public Service Careers
Publishing
Radio Broadcasting
Receptionist
Retail Management
Saleswork
Scriptwriting
Ship Stewards & Stewardesses
Shop Assistant
Switchboard Operating
Telephonist
Television Broadcasting Careers
Train Hostess
Travel & Tourism
Waiting

CLERICAL

DEGREE	DIPLOMA/ASSOCIATE DIPLOMA	CERTIFICATE	TRADE	OTHER
Accountancy	Accountancy	Accountancy	Building Trades	Accountancy
Actuarial Work	Administration	Administration	Patternmaking	Actuarial Work
Administration	Agriculture	Advertising	Scientific Instrument Making	Australian Telecommunications & Postal Commissions
Aeronautical Engineering	Advertising	Agriculture		Automotive Replacement Parts Sales
Advertising	Australian Telecommunications & Postal Commissions	Australian Telecommunications & Postal Commissions		Banking
Agriculture	Banking	Banking		Civil Aviation
Astronomy	Cartography	Building		Clerical Work
Atomic Energy	Company Secretary	Cartography		Company Secretary
Australian Foreign Service	Customs Work	Catering Officer		Corporate Trustees
Australian Telecommunications & Postal Commissions	Dairy Technology	Chemical Technician		Corporate Trustees
Australian Foreign Service	Data Processing	Civil Aviation		Court Reporting
Banking	Drafting	Company Secretary		Data Processing
Biochemistry	Economics, Commerce & Business	Customs Work		Defence Forces
Building	Food Technology	Drafting		Dental Chairside Assisting
Ceramic Engineering	Health Administration	Economics, Commerce & Business		Fire Brigade
Chemical Engineering	Hotel Management	Electronics		General Office Work
Chemist	Insurance	Engineering		Law
Civil Engineering	Librarianship	Food Technology		Machine Operator
Company Secreatry	Local Government	General Office Work		Meat Industry
Data Processing	Medical Records Administration	Health Administration		Meat Inspector
Defence Forces	Personnel Administration & Industrial Relations	Hospital Catering Officer		Meat Inspection
Economics, Commerce & Business	Private Secretary	Hotel Management		Packaging
Electrical Engineering	Public Service Careers	Marine Engineering		Pilot
Engineering	Public Transport Commission	Meat Industry		Private Secretary
Food Technology	Publishing	Meat Inspection		Public Transport
Fuel Engineering	Quantity Surveying	Insurance		Public Transport Commission
Geography	Saleswork	Librarianship		Publishing
Health Administration	Soil Conservation	Local Government		Receptionist
Industrial Engineering	Stock Exchange	Packaging		Retail Management
Insurance	Teaching	Personnel Administration & Industrial Relations		Salesman
Law	Television Broadcasting Careers	Private Secretary		Saleswork
Librarianship	Travel & Tourism	Public Service Careers		Shop Assistant
Local Government	Valuation	Public Transport Commission		Soil Conservation
Mechanical Engineering		Purchasing & Supply Management		Stock Exchange
Mining Engineering		Real Estate & Business Agency		Switchboard Operating
Naval Architecture		Retail Management		Teaching
Optometry		Soil Conservation		Telephonist
Personnel Administration & Industrial Relations		Stock & Station Agency		Television Broadcasting Careers
Pilot		Survey Drafting		Tracing
Private Secretary				Travel & Tourism
				Woolbuying & Woolbroking

Public Service Careers
Public Transport
Commission
Publishing
Physics
Quantity Surveying
Science
Soil Conservation
Statistician
Stock Exchange
Surveying
Teaching
Television Broadcasting
Careers
Travel & Tourism
Town & Country
Planning
Woolbuying &
Woolbroking

Surveying
Textile Industry
Valuator

JOB GUIDE

for use with

VOCATIONAL INTEREST SURVEY

The three letter codes in the JOB GUIDE provide descriptions of occupations. Use the JOB GUIDE to find occupations whose codes are the same as the three highest scores on the VIS.

For example, if the highest scores were RIA then occupations with codes of RIA should be explored. At the same time there are other variations of RIA to consider eg IRA, RAI, IAR. There are six possible arrangements of the highest scores.

CODE

The occupations in this guide are arranged in terms of three-letter codes consistent with the Holland vocational typology.

HOLLAND CODE	VOCATIONAL INTEREST SCALE
R	PRACTICAL
I	SCIENTIFIC
A	ARTISTIC
S	SOCIAL
E	BUSINESS
C	CLERICAL

EDUCATION/TRAINING

Educational levels for each occupation are numbered from 1 to 5 and indicate various formal training or educational qualifications generally required.

EDUCATIONAL LEVEL	EDUCATIONAL/TRAINING REQUIREMENT
1	DEGREE
2	DIPLOMA
3	CERTIFICATE
4	TRADE
5	OTHER

CODE	ED	OCCUPATION
RIA	3	Architectural Drafting
RIA	3	Dental Technician
RIS	1	Forester
RIS	1,2	Industrial Arts Teacher
RIS	2,3	Radio Operator
RIS	4	Electrician
RIS	5	Miller/Foreman (Grain)
RIS	2,4	Jeweller
RIS	4	Plant Operator (Power Station)
RIS	4	Electrical Mechanic (Power Station)
RIS	4	Skilled Tradesperson
RIS	4	Tool Maker
RIS	4	Glazier
RIS	4	Weaving Mechanic
RIS	4	Baker
RIS	4	Cook (Commericial)
RIS	5	Service Station Attendant
RIS		Heat Treater
RIS	4	Optical Mechanic
RIS	4	Welder
RIS		Wire Worker
RIS	5	Offset Press Operator (Printing)
RIE	1,2	Automotive Engineer
RIE	1,2	Mechanical Engineer
RIE	1,2	Mining Engineer
RIE	1,2	Civil Engineer
RIE	2,3	Industrial Engineering Technician
RIE	2,3	Mechanical Engineering Technician
RIE	4	Ground Engineer (Aircraft)
RIE	5	Air Traffic Controller
RIE	4	Motor Mechanic
RIE	4	Watch Repairer
RIE	4	Boilermaker
RIE	2,3	Draftsperson
RIE	4	Electroplater
RIE	4,5	Garage Supervisor
RIE	1,2,3,5	Farmer
RIE	4	Lineman
RIE	5	Loom Threader
RIE	4,5	Machine Repairer
RIE	5	Machinist
RIE	4,5	General Repairer (Factory, Mill etc.)
RIE	4,5	Machine Erector (Industrial)
RIE	4	Mechanic, Radio
RIE	4	Mechanic
RIE	4	Plumber
RIE	4	Sheet Metal Worker
RIE	4	Panelbeater
RIE	5	Air Compressor Driver
RIE	5	Engraver (Not Pringting)
RIE	5	Heavy Equipment Operator
RIE	4,5	Roof Tiler
RIE	4	Upholsterer
RIE	5	Machine Operator
RIC	4	Stonemason
RIC	4,5	Lathe Operator
RIC	4	Lift Mechanic
RIC	5	Locksmith
RIC	2,3	Nuclear Reactor Technician
RIC	2,3,4	Nursery Worker (Plants)
RIC	4,5	Tree Surgeon
RIC	5	Piano Tuner

CODE	ED	OCCUPATION
RIC	4	Telegraph Mechanic
RIC	4,5	Metal Driller
RIC	5	Dry Cleaner
RIC	4,5	Grinder
RIC	4	Roller (Jewellery)
RIC	4	Printing Press Operator
RIC	3,5	Shipping/Receiving Clerk
RIC	4,5	Structural Steel Worker
RIC	5	Tyre Retreader
RIC	4	Shoe Repairer
RIC	4,5	Gardener
RAI	4	Compositor (Typesetter)
RAI	4	Bookbinder
RSE	4	Blacksmith
RSE	5	Fireman (Railway)
RSE	5	Pipe Layer
RSE	4	Moulder (Foundry)
RSE	5	Conductor (Railway)
RSE	4	Barber
RSE	4	Butcher
RSE	5	Police Officer
RSE	5	Detective
RSE	5	Fire Fighter (Aeroplanes)
RSE	5	Tram Driver
RSE	5	Taxicab Driver
RSE	5	Chauffeur
RSE	5	Waitress/Waiter
RSE	5	Milk Bar Attendant
RSE	5	Labourer, Guard, Caretaker, Watchman, Storeman
RSE	5	Parking Lot Attendant
RSC	5	Debt Collector
RSC	5	Lift Driver
RSC	5	Kitchen Hand
RSC	1,2	Agriculture Lecturer
RSC	4	Gas Fitter
RSC	4	Weaver (Commerical)
RSC	4	Knitter (Commercial)
REC	5	Maid (Motel/Hotel)
REI	4	Refrigeration Mechanic
REI	4	Shop/Plant Foreman
REI	1,2,5	Ships Pilot
REI	5	Track Layer (Railways)
RES	5	Fish and Game Warden
RES	5	Train Driver
RES	1,2,3,5	Cattle Farmer
RES	5	Crate Maker
RES	5	Packer
RES	5	Railway Switchman
RES	5	Stock Clerk
RES	5	Fisherman
RCI	1,3	Surveyor
RCI	4	Electrical Mechanic
RCI	5	Motion Picture Projectionist
RCI	4,5	Typewriter Mechanic
RCI	4	Carpenter
RCI	4,5	Painter (House, Building, Equipment)
RCI	3,5	Surveyor's Assistant (Chainman)

CODE	ED	OCCUPATION
RCS	4	Telegraphic Mechanic
RCS	4	Tailor
RCS	4	Dressmaker
RCS	4	Wall and Floor Tiler
RCS	5	Explosives Expert (Blaster, Powderman etc.)
RCS	4	Bricklayer
RCS	5	Bus Driver
RCS	5	Concretor
RCS	5	Furnace Operator
RCS	5	Spostman
RCS	5	Meter Reader
RCS	5	Miner
RCS	5	Sailor (Seaman)
RCS	4	Plasterer
RCS	5	Heavy Equipment Driver
RCS	5	Spinner
RCE	5	Rigger
RCE	5	Grader (Fruit, Fish etc.)
RCE	5	Truck Driver
RCE	5	Tractor Driver
RCE	5	Forklift Driver
IAS	1,2	Economist
IAS	1	Doctor (Industry)
IAR	1	Anthropologist
IAR	1	Astronomer
IAR	1	Pathologist
IAR	1	Physicist
IAR	1	Chemist
isc	1	Production Engineer
ISC	2,3	Laboratory Technician (Medical)
ISC	4	T.V. Repairer
ISR	1	Biologist
ISR	2	Osteopath
ISR	2	Chiropratictor
ISR	1,2	Mathematics Teacher
ISR	1,2	Natural Science Teacher
ISR	1	Optometrist
ISA	1	Doctor
ISA	1	Psychiatrist
ISA	1	Psychologist
ISA	1,2,3	Medical Technologist
IES	1	Bacteriologist
IES	1	Physiologist
IES	1	Pharmacist
IES	1,2	Research Assistant (Scientific)
IEC	1	Actuary
ICR	2,3	Quality Control Technician
ICR	5	Computer Operator
IRA	1	Geologist
IRA	1	Mathematician, Statistician
IRA	1	Surgeon
IRA	1	Meteorologist
IRA	5	Weather Observer

CODE	ED	OCCUPATION
IRS	1	Agronomist
IRS	3,5	Animal Husbandry
IRS	1	Botanist
IRS	1,2,3	Horticulturist
IRS	1	Natural Scientist
IRS	1	Oceanographer
IRS	1	Zoologist
IRS	3	Engineering Technician
IRS	1	Veterinarian
IRS	1	Geographer
IRS	2	X-Ray Technician
IRE	1	Aeronautical Engineer
IRE	1	Chemical Engineer
IRE	1	Dentist
IRE	2.3	Metallurgist Technician
IRE	1	Metallurgist
IRE	1	Engineer
IRE	2,3	Chemical Laboratory Technician
IRE	1	Electrical Engineer
IRE	1	Aerospace Engineer
IRE	3	Electronics Technician
IRC	5	Aeroplane Navigator
IRC	1.2,3	Computer Programmer
IRC		Tool Designer
IRC		Model Maker
IRC	5	Aeroplane Pilot
IRC	3	Engineering Technician
IRC	4	Scientific Instrument Maker
IRC	3	Laboratory Technician
IRC		Tester-Electronic Systems
IRC	4	Tool Maker
ASE		Drama Coach
ASE	1,2	English Teacher
ASE	1,2,5	Journalist/Reporter
ASE	1,2,5	Drama Teacher
ASE	5	Dancing Teacher
ASE	1,2,3	Foreign Language Interpreter
ASI	1	Philosopher
ASI	1,2	Art Teacher
ASI	1,2	Literature Teacher
ASI	1,2	Music Teacher
ASI	5	Musician
ASI	1,2	Orchestra Leader
AES	1,2,3	Advertising Executive
AES	1,2,3	Advertising Manager
AES	5	Entertainer (Singer, Dancer)
AES	1,3,5	Public Relations Person
AES	5	Fashion Model
AIS	1,2,5	Writer
AIS	1,2,5	Editor
AIS	1,2,5	Radio Prgram Writer
AIS	1,2,5	Dramatist
AIS	1,2,5	Actress/Actor
AIS	1,2,3,5	Designer
AIS	3	Interior Decorator
AIS	5	Critic (Reviewer)
AIS	3,5	Fashion Illustrator
AIS	1,2,3,5	Furniture Designer
AIS	1,2,5	Jewellery Designer
AIS	5	Furrier
AIS	3,5	Women's Garment Designer

CODE	ED	OCCUPATION
AIE	3	Decorator (Commercial)
AIR	1	Architect
AIR	1,2,3,5	Artist
AIR	1,2,3,5	Photographer
AIR	4	Photolithographer
AIR	2,3	Photographic Retoucher & Finisher
SEC	1,2	Director, Social Service Agency
SEC	1,2,5	Compensation Adviser .
SEC	2	Recreation Officer
SEC	2,3	Employment Officer
SEC	5	Funeral Director
SEC	5	Interviewer
SEC	1,2	Job Analyst
SEC	1,2,3	Chamber of Commerce Executive
SEC	3	Dietary Aide
SEC	5	Bartender
SEC	5	Hostess/Host (Hotel, Tearoom etc.)
SER	3,5	Insurance Claims Investigator
SER	3,5	Production Clerk (Estimating)
SER	1,2,3	Health & Welfare Co-Ordinator
SEI	1,2	Educational Administrator
SEI	1,2,3,5	Training Officer
SEI	1,2	Historian
SEI	1,2	History Teacher
SEI	3	Appliances Demonstrator/Representative
SEA	1,2	Counsellor
SEA	1	Diplomat
SCE	2	Recreation Director
SCE	5	Union Representative
SCE	5	Chief Housekeeper (Hotel/Motel, Medical Services, etc.)
SCE	5	Theatre Manager
SCE	2,3,4,5	Caterer
SCE	5	Liquor Store Manager
SCE	5	Restaurant Proprietor
SCE	5	Correspondence Clerk
SCE	5	Passenger-Booking Clerk
SRI	1,2,3	Agricultural Adviser
SRE	1,2,5	Athletic Coach
SRE	1,2	Physical Education Teacher
SRE	1,2,3,5	Building Manager
SRE	5	Housekeeper
SRE	1	Occupational Therapist
SRE	1,2,3	Governess
SRE	5	Athlete
SRE	5	House Parent (Institution)
SRC	5	Ward Attendant
SIA	1	University Professor
SIA	1	Social Scientist
SIA	1	Sociologist
SIA	1,2,3	Registered Nurse
SIA	1	Social Worker
SIA	2	Recreation Officer
SIA	1,2	Rehabilitation Counsellor
SIE	2,3	Building Inspector
SIE	1,2,3	Personnel Officer

CODE	ED	OCCUPATION
SIE	1,2	Dietitian
SIE	5	Customs Inspector
SIC	1,2	Schools Superintendent
SIC	1,2,3	Health Inspector
SIC	5	Politician
SIC	1,2	Social Science Teacher
SIC	1,2,3,5	YWCA/YMCA Secretary
SIC	1,2	Parole Officer
SIR	2	Podiatrist (Foot Doctor)
SIR	1	Physiotherapist
SAE	1,2,3	Home Economist
SAE	5	Housewife
SAE	1,2	Home Economics Teacher
SAE	1,2	Foreign Language Teacher
SAE	1	Speech Teacher
SAE	1,2	Teacher
SAC	4,5	Beautician
SAC	5	Electrolysis Expert
SAC	4	Hairdresser
SAC	5	Manicurist
SAI	1,2,5	Minister (Priest)
SAI	1,2	Primary School Teacher
SAI	1,2,3	Librarian
SAI	1,2	Special Education Teacher
SAI	1	Audiologist
SAI	1	Speech Terapist
SAI	3,5	Dental Assistant
SAI	5	Dental Nurse
SAI	5	Nursing Aide
ECI	1,2,3	Marketing Analyst
ECI	1,2,3	Banker
ECS	1,2,3,5	Grain Buyer
ECS	3,5	Insurance Underwriter
ECS	2	Real Estate Valuer
ECS	3,5	Buyer (Purchasing Agent)
ECS	5	Real Estate Salesperson
ECS	5	Supervisor Ticket Sales
ECS	5	Florist (Dealer)
ECS	5	Art Goods Dealer
ECS	5	Furniture Dealer
ECS	1	Industrial Engineer
ECS	1,2,3,5	Farm Manager
ECS	3,5	Contractor
ERS	5	Warehouse Manager
ERC	5	Postmaster/Mistress
ERC	3,5	Salesperson, Technical Products
EAS	5	Lawyer, Solicitor, Magistrate, Barrister
EAR	5	Radio/T.V. Announcer
ESC	1,2,3	Administrative Assistant
ESC	1,2,3,5	Branch Manager
ESC	1,2,3	Industrial RElations Consultant
ESC	1,2,3	Employment Officer
ESC	1,2,3,5	Government Officer

CODE	ED	OCCUPATION
ESC	1,2,3,5	Insurance Manager
ESC	1,2,3,5	Manager/Administrator
ESC	1,2,3,5	Operations Manager
ESC	5	Manager, Restaurant/Bar
ESC	3,5	Personnel Assistant
ESC	1,2,3,5	Personnel Administrator
ESC	1,2,3,5	Recruitment Officer
ESC	1,2,3	Production Manger
ESC	3,5	Salary and Wages Administrator
ESC	1,2,3,5	Sales Manager
ESC	2,5	Distribution Manager
ESC	5	Manager (Entertainer)
ESC	1,2	Arbitration & Conciliation Officer
ESC	1,2,3,5	Office Manager
ESC	5	Customer Services Manager
ESC	5	Manager, Home Units/Flats
ESC	5	Insurance Investigator
ESC	1,2,3	Demonstrator
ESC	5	Despatcher, Motor Vehicles
ESC	5	Shop Assistant
ESC	3,5	Salesperson
ESR	5	Sporting Goods Salesperson
ESR	5	Travelling Salesperson
ESI	1,2,3,5	Director of Administrative Services
ESI	1,2,3	Systems Analyst, Business EDP
ESI	1,2,3	Director, Compensation
ESI	3,5	Life Assurance Salesperson
ESI	1,2	Manpower Advisor
ESI	5	Encyclopaedia Salesperson
ESI	5	Car Dealer
ESI	5	Service Station Manager
ESI	5	Gift Shop Manager
ESI	5	Grocer
ESI	2,5	Importer-Exporter (Wholesaler)
ESI	3,5	Retailer
ESI	5	Shoe Store Manager
ESA	1,2,5	Stockbroker
ESA	2	Recreation Officer
ESA	1,2,3,5	Travel Guide
ESA	3,5	Salesperson, Photographic Equipment & Supplies
ESA	5	Salesperson, Musical Instruments & Accessories
ESA	5	Air Hostess/Steward
CRI	5	Timekeeper
CRI	5	Accounting Machine Operator
CRI	5	Key Punch Operator
CRI	5	Duplicating Machine Operator
CRS	5	Filing Clerk
CRS	5	Teller
CRE	5	Sewing Machine Operator
CRE	5	Instrument Assembler
CIS	1,2	Public Accountant
CIS	1	Industrial Engineer
CIS	5	Bookkeeping Machine Operator
CIS	5	Estimator (Publishing)
CIS	5	Import/Export Clerk
CIS	5	Caclulating Machine Operator
CIS	3,5	Accounting Statistical Clerk
CIS	5	Offset Printing Press Operator

CODE	ED	OCCUPATION
CIE	5	Office Worker
CIE	5	Wages Clerk
CIE	5	Proofreader
CIE	5	Typist
CIR	5	Accounting Machine Operator
CIR	5	Office Machine Operator
CIR	5	Telegraph Operator
CSE	1,2	Business (Commercial) Teacher
CSE	5	Records Clerk (Personnel)
CSE	1,2,3,5	Manufacturing Co-Ordinator
CSE	5	Information Officer (Transport)
CSE	5	Receptionist
CSE	5	Telephonist
CSR	5	Reservations Agent (Travel)
CSI	5	Bookkeeper
CSI	5	Cashier
CSA	5	Secretary
CSA	5	Medical Secretary
CSA	3.5	Library Assistant
CSA	5	Religious Affairs Clerk
CER	5	Data Processing Worker
CER	5	Postal Clerk
CEI	1,2	Investment Analyst
CEI	5	Personnel Secretary
CES		Accountant
CES	5	Credit Manager
CES	5	Clerk
CES	5	Stenographer